

*my*IPS



STATE BOARD OF EDUCATION UPDATE

September 3, 2014

Deputy Superintendent for Academics- Dr. Wanda Legrand
TNTP Director of Talent Management- Dr. Scott Syverson

- Indianapolis Public Schools (IPS) Transformation Pillars
- Turnaround Principles Crosswalk
- TNTP & IPS Partnership
- TNTP & IPS Goals
- TNTP & IPS Benchmarks

IPS Transformation Pillars



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Staffing

- Recruitment/Hiring
- Central Services
- School-based

Instructional & Support Strategies

- Instructional Framework
- Professional Learning Communities (PLCs)
- Formative Assessment
- Professional Learning
- Supplemental Instructional Time/Opportunities

Climate

- Student Behavior Model
- Staff Morale
- Culturally Responsive Environment

Monitoring Systems

- Weekly
- Monthly
- Quarterly

Turnaround Principles Crosswalk



| Turnaround Principles | IPS Transformation Pillars |
|--|--|
| School Leadership | Pillar I – Staffing |
| School Climate and Culture | Pillar III – Climate |
| Effective Instruction | Pillar II – Instructional & Support Strategies |
| Curriculum, Assessment, and Intervention Systems | Pillar II – Instructional & Support Strategies Pillar IV – Monitoring Systems |
| Effective Staffing Practices | Pillars I – Staffing |
| Enabling the Effective Use of Data | Pillar II – Instructional & Support Strategies Pillar IV – Monitoring Systems |
| Effective Use of Time | Pillar II – Instructional & Support Strategies |
| Effective Family and Community Engagement | Pillar III – Climate |

TNTP & IPS Partnership

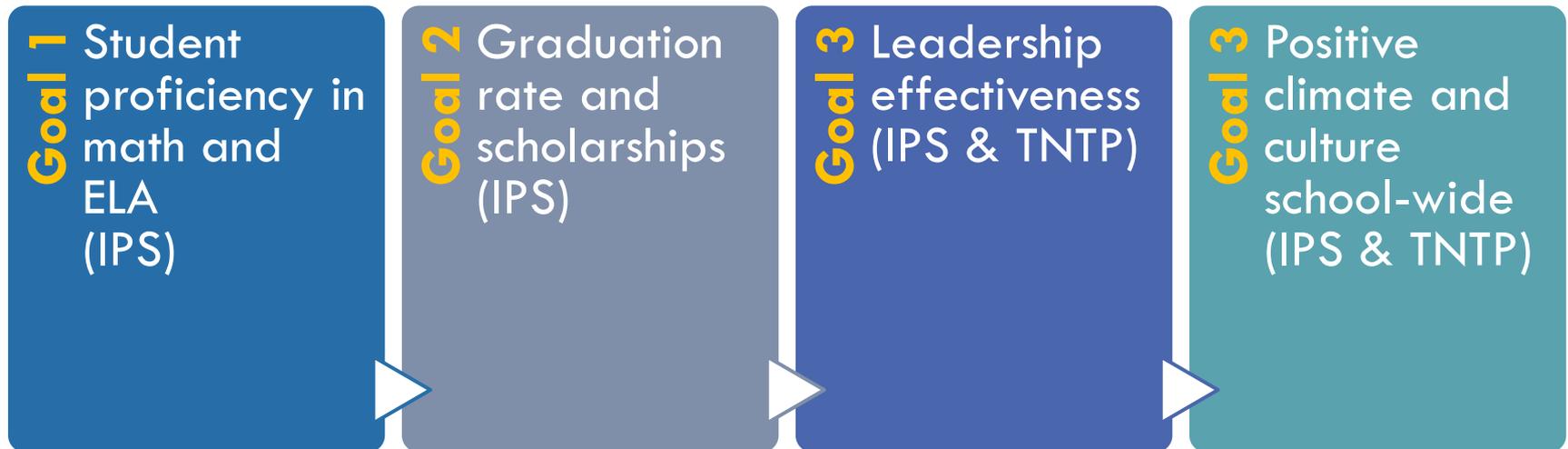


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| Turnaround Principles | Partnership Details |
|--|---------------------|
| School Leadership | TNTP |
| School Climate and Culture | TNTP |
| Effective Instruction | IPS |
| Curriculum, Assessment, and Intervention Systems | IPS |
| Effective Staffing Practices | TNTP & IPS |
| Enabling the Effective Use of Data | TNTP & IPS |
| Effective Use of Time | TNTP & IPS |
| Effective Family and Community Engagement | IPS |

TNTP & IPS Goals

Demonstrate growth in the following areas:



TNTP & IPS Goals



ISTEP +

| | ISTEP + 2014 <i>% Passing</i> | | ISTEP + 2015 <i>Target</i> | |
|-------------------------|----------------------------------|------|-------------------------------|------|
| | ELA | Math | ELA | Math |
| Broad Ripple JHS | 55% | 60% | 60% | 64% |
| G Washington JHS | 26% | 31% | 33% | 38% |
| J Marshall JHS | 24% | 28% | 31% | 35% |
| Northwest JHS | 31% | 33% | 37% | 40% |

Target goals are determined by calculating what the percentage pass rates would be if 10% fewer students failed than the previous year.

TNTP & IPS Goals



ECA

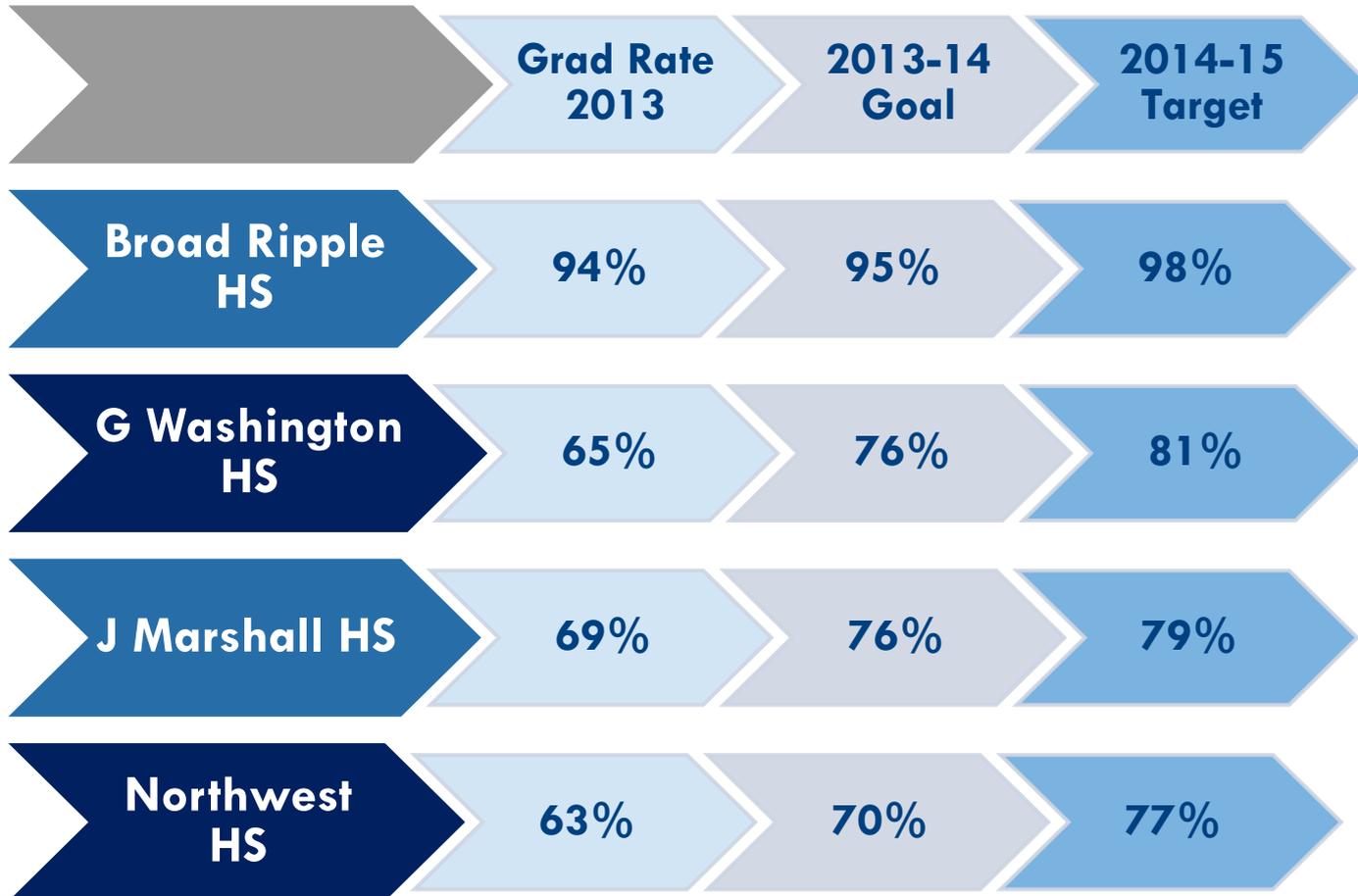
| | Spring 2014 <i>% Passing</i> | | Spring 2015 <i>Target</i> | |
|-----------------|---------------------------------|---------|------------------------------|---------|
| | Alg. 1 | Eng. 10 | Alg. 1 | Eng. 10 |
| Broad Ripple HS | 64% | 70% | 67% | 73% |
| G Washington HS | 48% | 32% | 53% | 39% |
| J Marshall HS | 37% | 30% | 43% | 37% |
| Northwest HS | 22% | 35% | 30% | 41% |

Target goals are determined by calculating what the percentage pass rates would be if 10% fewer students failed than the previous year.

TNTP & IPS Goals



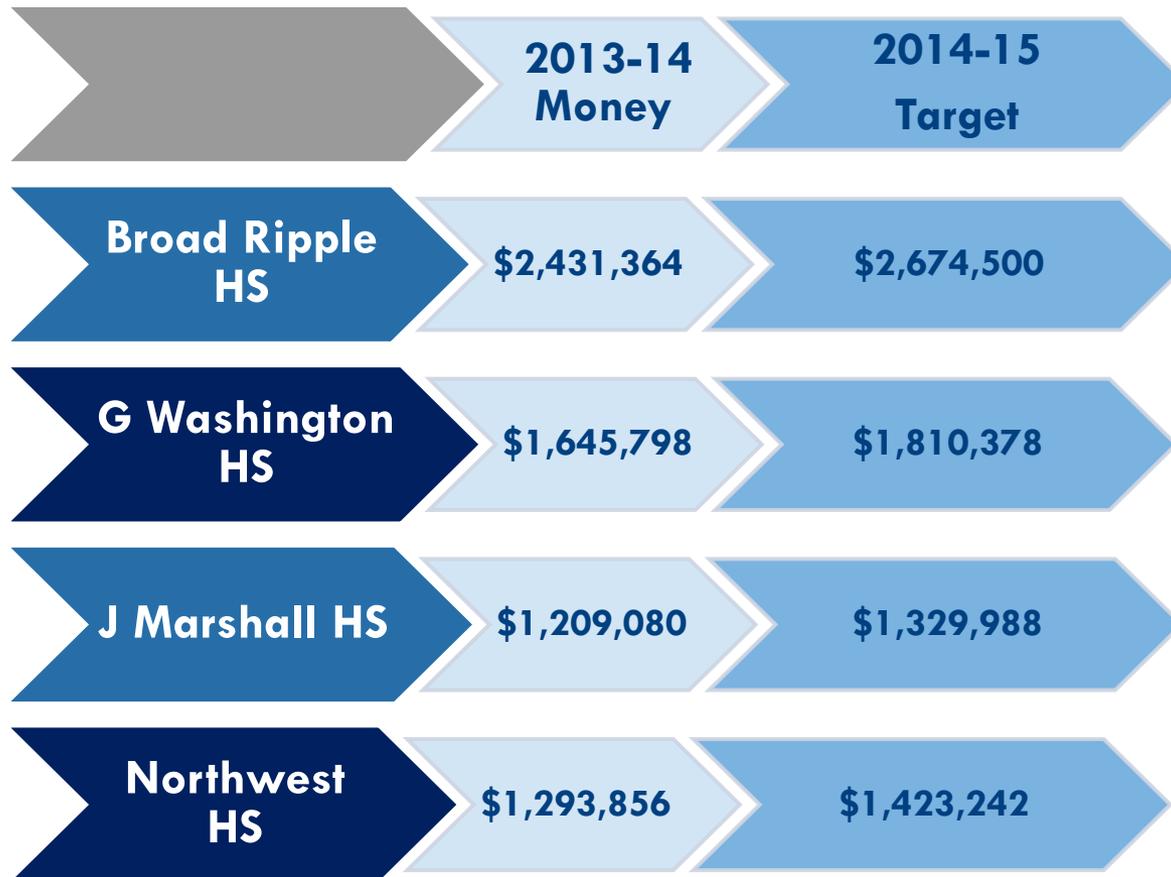
Graduation Rate



TNTP & IPS Goals



Scholarships



Target goal is based on 10% increase in student scholarship awards from the previous year.

TNTP & IPS Benchmarks



ISTEP + Formative Assessment

| | Diagnostic A | | Diagnostic B | | Diagnostic C | |
|------------------|--------------|------|--------------|------|--------------|------|
| | ELA | Math | ELA | Math | ELA | Math |
| Broad Ripple JHS | 65% | 70% | 75% | 80% | 85% | 90% |
| G Washington JHS | 36% | 41% | 46% | 51% | 56% | 61% |
| J Marshall JHS | 34% | 38% | 44% | 48% | 54% | 58% |
| Northwest JHS | 41% | 43% | 51% | 53% | 61% | 63% |

Benchmark percent for Diagnostic A is based on 10% increase in student proficiency from ISTEP 2014. Diagnostics B and C will be cumulative and increase by 10%.

TNTP & IPS Benchmarks



ECA Formative Assessment

| | Diagnostic A | | Diagnostic B | | Diagnostic C | |
|-----------------|--------------|---------|--------------|---------|--------------|---------|
| | Alg. 1 | Eng. 10 | Alg. 1 | Eng. 10 | Alg. 1 | Eng. 10 |
| Broad Ripple HS | 74% | 80% | 84% | 90% | 94% | 100% |
| G Washington HS | 58% | 42% | 68% | 52% | 78% | 62% |
| J Marshall HS | 47% | 40% | 57% | 50% | 67% | 60% |
| Northwest HS | 32% | 45% | 42% | 55% | 52% | 65% |

Benchmark percent for Diagnostic A is based on 10% increase in student proficiency from ECA Spring 2014. Diagnostics B and C will be cumulative and increase by 10%.

Leadership Development* – Goal 2

| Component | Desired Outcome | Aligned TNTP Support |
|--------------------------|---|---|
| Instructional Leadership | Principals utilize a vision of instructional excellence paired with talent management best practices to drive their management of teachers resulting in improved teacher performance. | <ul style="list-style-type: none"> ▪ Coaching and norming with school leaders on teacher evaluation ▪ Supporting school leaders' ability to coach and develop teachers ▪ Providing guidance to school leaders to help them cultivate and grow their entire administrative team |
| Talent Management | | <ul style="list-style-type: none"> ▪ Reviewing hiring best practices ▪ Supporting school leaders in implementing performance-based retention strategies ▪ Supporting school leaders in providing leadership opportunities for building staff, particularly teachers |
| Smooth Operations | School buildings run smoothly and ensure students are maximizing learning time. | <ul style="list-style-type: none"> ▪ Monitoring and supporting day-to-day operations alongside Academic Improvement Officer and building principal ▪ Ensuring procedures maximize the time students spend learning ▪ Executive coaching alongside Academic Improvement Officer |

*Note: Aligned to IDOE Turnaround Principles #1,3,6 &7

TNTP & IPS Benchmarks



Learning Environment – Goal 3

| Component | Desired Outcome | Aligned TNTP Support |
|--|---|---|
| Instructional Coaching | Schools have a clear and consistent expectation for student behavior resulting in a positive climate and student culture focused on learning. | <ul style="list-style-type: none"> ▪ Supporting school-based coaches on strategies to improve school climate and culture ▪ Leading relevant training for PLC's and Professional Development sessions ▪ Providing Train-the-Trainer for school-based PBIS coach |
| Positive Behavior Intervention Support | | <ul style="list-style-type: none"> ▪ Supporting IPS' PBIS initiative for Broad Ripple and John Marshall through teacher professional development ▪ Helping school staff analyze district provided data around suspensions, expulsions, and disaggregating the data by teacher, content area, and PLC group |
| Leadership Development | | <ul style="list-style-type: none"> ▪ Supporting instructional leaders in maintaining consistent expectations for staff around student discipline ▪ Coaching instructional leadership to promote a safe and productive learning environment ▪ Supporting PBIS staff and administrators in supporting teachers in managing student misbehavior |

TNTP & IPS Benchmarks



% of teachers at Broad Ripple and John Marshall who “agree” or “strongly agree” on specific items within Insight’s Learning Environment domain

| Statement | Spring 2013-2014 B.R. | 2014-2015 Goal | Desired % Change | Spring 2013-2014 J.M. | 2014-2015 Goal | Desired % Change |
|---|-----------------------|----------------|------------------|-----------------------|----------------|------------------|
| School leaders promote a safe and productive learning environment in my school. | 41% | 51% | +10% | 38% | 48% | 10% |
| Across my school, there are consistent expectations and consequences for student behavior. | 20% | 40% | +20% | 19% | 40% | +21% |
| School leaders consistently support me in addressing student misbehavior when I have exhausted my classroom consequences. | 40% | 50% | +10% | 37% | 50% | +13% |
| Teachers and leaders at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room. | 24% | 44% | +20% | 40% | 50% | +10% |

Questions

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